



Child, Youth & Family Services

**Building Futures Together**

*Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.*

**Clinical Supervisor – Therapy and Treatment**  
**Hybrid min 3 days/week Owen Sound Main Office**  
**Annual Salary Range \$75,000-\$97,500**

**About Keystone:**

Keystone Child, Youth & Family Services is a dynamic, not-for-profit organization and the designated Lead Agency for Children’s Mental Health in Grey and Bruce Counties. Since 1974, we have been dedicated to supporting children, youth, and families by delivering compassionate, responsive mental health services.

At Keystone, we provide a full continuum of services, including counseling, prevention and well-being programs, short-term live-in treatment, crisis stabilization, youth justice services, and special needs programming. Our focus on coordinated access ensures that every child and youth aged 0-17 receives tailored, multi-disciplinary care to meet their unique needs

**Position overview**

The Supervisor, Clinical Services plays a pivotal role in overseeing and coordinating the delivery of high-quality clinical care within the organization. By implementing best practices and continually evaluating service delivery, the Supervisor, Clinical Services helps to enhance the overall quality of care provided to clients, ensuring that the organization meets its commitment to excellence in services.

**Key Functions**

**Clinical Supervision & Program Support**

- Provide clinical supervision, consultation and training to therapists, group facilitators, and contracted staff.
- Maintain clinical leadership over clinical teams, ensuring their understanding of and adherence to all clinical and administrative procedures with the program to ensure exceptional clinical support services.
- Support the implementation of the program’s strategic plans, direct and monitor clinical activities so that strategic goals are achieved and approved budgets are well-managed and supported.
- Support the completion of any investigations and implement corrective clinical actions as appropriate.
- Determine where the policies, procedures and protocols require updates or adjustments to ensure best practices are being adhered to.
- Contribute to the delivery of support services through team building, excellent customer service, continuous quality improvement and risk management.
- Maintain and strengthen collaborative relationships with community partners.

- Represent the agency to further collaborate with community partners on various projects and initiatives as assigned.
- Facilitate and support scheduling, audits, performance management and quality monitoring of services.

### **Client Care & Risk Management**

- Provide expertise on high-risk cases, including risk assessment and crisis intervention, as requested by staff.
- Monitor client intakes into the program to ensure every client is provided with comprehensive, needs based level of clinical service from the team.
- Support therapists to ensure clients have streamlined, seamless access to strengths based, and client-centred therapy.

### **Professional Development & Ethical Practice**

- Determine the training and professional development needs of the team in line with Keystone training priorities.
- Develop and update program curriculum and tools for programs with team consultation.
- Maintain a high level of clinical competence, participate in professional/program development, clinical training opportunities and staff training.
- Remain current in the knowledge of and adhere to agency policies and procedures as well as relevant legislation.
- Stay informed about CRPO, OCSWSSW and other regulations and industry best practices through ongoing professional development.
- Other duties as assigned.

### **Qualifications**

- Master of Social Work (MSW) or equivalent degree with relevant experience, or Bachelor of Social Work (BSW) with significant experience.
- Three to five years of clinical treatment experience required.
- Registered in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) or the College of Registered Psychotherapists of Ontario (CRPO).
- Over 2 years of supervision/management experience is an asset.
- Ability to work independently while collaborating within Keystone's leadership team and flexibility for consultations as needed.
- Excellent verbal and written communication skills, adaptable to different situations and audiences, with strong time management and organizational abilities.
- Experience in a unionized environment is an asset.
- Strong ethical standards aligned with Keystone values, commitment to anti-oppressive and EDIB frameworks, and dedication to ethical practice, cultural safety, and trauma-informed care.
- Humble leader with extensive therapeutic expertise, effectively mentoring staff, guiding teams to meet goals, and resolving staff disputes while addressing patient concerns fairly.
- Must be fully vaccinated against COVID-19, subject to applicable legislation.

**At Keystone, we're on a mission to care for our team as well as our team takes care of our community!** Here's what you can expect when you join us:

- **Comprehensive benefits package** to support your health and well-being
- **HOOPP pension plan** - a defined benefit plan with a 1.26x employer match — investing in your future

- **Vacation and leave policies** that help you recharge and balance life
- **Employee Assistance Program (EAP)** to make sure you get support when you need it too
- **Professional development and training** throughout the year, including ongoing training to advance your skills, Professional Development days, and annual workshops!
- **Opportunities for growth** within a supportive, multidisciplinary environment
- **Hybrid work options** for roles that can be done from home - offering greater flexibility in how and where you work!
- **A passionate, purpose-driven team** that values connection, collaboration, and of course the occasional team lunch!
- **The chance to make an impact** — every day, your work helps strengthen children, youth, and families across Grey and Bruce Counties!

**Accommodation:**

We are dedicated to creating an accessible organization, fully compliant with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation during the recruitment process, please let us know, and we will work to meet your needs. Disability-related accommodations are available upon request throughout the application process. For any accommodation requests, please contact our Human Resources Department.